

PAPILLION-LA VISTA PUBLIC SCHOOLS  
**2009-2010**  
TEACHER AGREEMENT

THIS AGREEMENT made and entered into this **24th** day of **August, 2009**, by and between the Board of Education of the School District of Papillion-La Vista in the county of Sarpy, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and Papillion-La Vista Education Association (hereinafter referred to as the “Association”). This agreement shall be effective for the **2009-2010** contract year.

1. REPRESENTATIVE UNIT

A. The District recognizes the Papillion-La Vista Education Association as the sole and exclusive representative for all the certificated teachers of the Papillion-La Vista School District.

2. CONTRACT YEAR / WORKDAYS

A. Annual Employment Period: The annual employment period for each teacher will be 190 contract days including days with students in attendance. Additional days required of new hires for orientation will be paid at 1/190<sup>th</sup> of that teacher’s annual pay.

3. SALARY SCHEDULE /PLACEMENT

A. The salary schedule for the teachers of the District shall be in accordance with Exhibit “A” attached. Base salary for the 2009-2010 school year is **\$30,130**. (Index enclosed; see Exhibit “A”).

B. All teachers will not advance vertically on newly adopted the salary schedule for the **2009-2010** school year. All teachers will remain on the same step for the 2009-10 school year as they were on for the 2008-09 salary schedule.

C. There will be horizontal movement for additional hours earned in accordance with this Agreement for the **2009-2010** school year.

D. Credit hours used for salary determination and for advancement in the BA+ range must have been earned after the BA Degree was earned. Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned. No hours will carry over from the BA level to be counted for MA+ hours.

E. Additional compensation will be paid to specific teachers from the Supplementary Salary Schedule as agreed to and attached as Appendix “B” to this Agreement.

F. Effective with the 2009-10 contract, new hires to the district coming in with zero years of previous experience will be placed on Step one (1) and will move vertically thereafter as the salary schedule allows. New hires with one or more years of experience will be placed on a step commensurate with, and up to 12 years of their actual previous experience plus one step, in the column appropriate with their educational attainment, up to and including Step 13 for the 2009-10 contract year.

G. Any hours that are to be applied to the salary index that are taken after September 1, 1974, must be education-related graduate hours or approved undergraduate hours for additional endorsements or specialties. These will be approved by the Superintendent of Schools or his designate. In the case of a dispute over the approval of hours, the final decision shall be made by a review board comprised of two administrators appointed by the Superintendent of Schools, the Association President, and the Association Teachers' Rights Chairperson.

H. Teachers who acquire the necessary additional hours of college credit shall report those hours to the district by September 1 and be placed on the appropriate step and column of the salary schedule. Any adjustment for prior months shall be reflected in the October paycheck. All remaining paychecks will reflect appropriate placement.

I. For any non-contract days for which an employee is required to be in attendance, the teacher will receive 1/190<sup>th</sup> of his or her salary for each day the contract is extended.

J. Any teacher who is on Step 17 (L1) will earn a 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 18 (L2) through 21 (L5). Any teacher who is on Step 22 (L6), in columns MA+9 or higher will earn an additional 2.0% of the base longevity increase. Such teacher will then earn an additional 1.0% of the base longevity increase for Steps 23 (L7) through 26 (L10). (Index enclosed for 2008-09.)

K. Part-time employees will receive prorated salary and benefits at the same fraction as their full-time equivalency employment. The employee shall have the option to pay for the additional coverage not covered by the district as is allowed by the benefit carrier contracts. Salary advancement will be credited at the rate of one year of experience for each year of 50% or greater employment.

M. When an error has been made in salary or a benefit deduction, the salary/deduction shall be corrected for the current contract year and the previous contract year, only.

#### 4. NURSES

Nurses who have a three-year nursing degree shall receive 100 percent of the first column of the Bachelor Degree schedule. Nurses who have a three-year nursing degree shall obtain a bachelor's degree prior to being granted horizontal movement for graduate hours. Nurses who have at least a four-year degree shall be placed on the teachers' salary schedule. Horizontal movement shall be granted for graduate hours that relate to their nursing position.

#### 5. PLAN TIME COMPENSATION

A. Teachers covering for absent colleagues when a substitute is not in place shall be reimbursed for each planning period lost. Compensation will be paid at \$22.50 for each planning period of 50 minutes or proportion thereof. The building administrator will have the sole responsibility to file the time sheets for reimbursement.

B. Teachers requesting to leave school for less than a full day will be given permission only by the administrator. If another teacher is asked by the administrator to take the absent teacher's place, the covering teacher will be reimbursed. Reimbursement for that teacher will be \$22.50 for each planning period of 50 minutes

or proportion thereof. The building administrator will have the sole responsibility to file the time sheets for reimbursement.

C. Teachers may secure, in agreement with the principal, another teacher to cover a class or part of a class without loss of accumulated leave. The teacher who agrees to cover the class will not receive district compensation.

## 6. INSURED BENEFITS

A. Term Life Insurance – The board will pay the premium, which provides \$20,000 of group term life insurance for each employee. An employee may purchase additional term life insurance at his/her own expense as may be permitted by the terms of the insurance policy.

B. Income Protection – The district shall pay the premium for a 45 contract-day elimination period, long term disability insurance. The insurance coverage will be at 60% for each employee, based on the employee's salary and health insurance premium.

C. Health Insurance - All full time teachers will be provided single or full family health insurance coverage, if they elect. Employees electing to take family health insurance coverage will contribute 7% of the total EHA established cost of the family health/single dental premium per month. If the employee and his/her spouse are employed by the district and both qualify for the insurance program, they will be provided family coverage with no participation in the premium cost. When teachers take an extended leave, their insurance premium will be paid for the month in which they leave plus the following month. The district will not change the present carrier during this contract period without prior negotiations with the Association.

D. Dental Insurance - The district shall provide individual dental care insurance for each employee. Additional coverage for family dental insurance may be paid for by the employee. The district will not change the present carrier during this contract period without prior negotiations with the Association.

E. The teachers shall be provided the option of extending, through payroll deduction from their salary, individual coverage to full family coverage for both dental and/or health insurance if they are not entitled to a full policy. Part-time teachers will be provided coverage with Board payment equal to FTE assigned as allowed per the Master Contract of the carrier.

F. New employees are not covered by Health Insurance until September 1. If hired after the start of the school year, coverage begins on the first day of the month following employment.

## 7. ACCUMULATED LEAVE

A. Accumulated leave with pay shall be granted on the basis of one (1) eight-hour day per calendar month (12 days / 96 hours per year) for each full-time employee, and pro-rated accordingly for part-time employees and those hired after September 1<sup>st</sup>. Leave for the contract year will be posted on the September paycheck.

B. Earned leave may be accumulated from year to year until a teacher has accumulated a maximum of one hundred twenty (120) days.

C. Accumulated Leave Buy-back Program: Teachers who have unused accumulated leave beyond the 120-day maximum at the end of a contract year will be eligible to annually sell back up to 12 unused days down to the 120-day maximum. Each day would be compensated at a rate of ½ the current daily substitute rate of pay.

D. When a teacher separates from the district, that teacher shall be paid for unused accumulated leave at the rate of one-half (1/2) of the district's current daily pay for substitute teachers, not to exceed ninety (90) days.

E. After three (3) consecutive days of an employee's absence for illness, the District may request a licensed physician's certificate for the absence to be counted as accumulated leave.

F. Accumulated leave may be taken for personal illness as well as for an illness of the individual's family - (father, mother, grandfather, grandmother, father-in-law, mother-in-law, spouse, child, or grandchild). Additional absences will be considered under the personal leave section of this agreement.

G. If an individual exceeds his/her accumulated leave days, the individual shall retain all employment rights, and the district shall continue to pay all insurance premiums provided for in this contract, during the time employee is eligible, until disability begins.

H. A teacher shall be allowed to use available accumulated leave when he/she is adopting a child. Leave will be granted upon completion and approval of the Family and Medical Leave application.

I. Personal leave is for activities of an unusual nature that cannot be scheduled outside the teacher's regular duty day. Teachers shall apply for Personal Leave by submitting a request in writing (without explanation or reason) to the building administrator. The administrator shall acknowledge and submit the application to the Assistant Superintendent of Human Resources for his/her approval. The number of Personal Leave requests granted will not exceed 4% of the teaching staff on any given contract day. A paid leave of absence shall be granted for personal leave and deducted from accumulative leave on the following basis:

- Teachers currently fulfilling years 1-10 years of service to the district may apply for 2 personal days per year.
- Teachers currently fulfilling years 11-20 years of service to the district may apply for 3 personal days per year.
- Teachers currently fulfilling years 21 or more years of service to the district may apply for 4 personal days per year.

## 8. EXTENDED LEAVE

A. A teacher who is not able to continue his/her teaching duties, due to personal or family reasons, will be granted leave of absence without pay.

B. Extended leave for one semester without pay will be granted if it is requested in writing. The district will arrange for a substitute and the person requesting leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. The employee will retain all seniority and accumulated leave. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

C. If the teacher's request is for a one-year leave of absence, the leave may be granted. If such leave is granted, the teacher will be able to return to a comparable position in the district. The district may deny a one year request on the basis of availability of a substitute, a predicted RIF, or if the number of requests cause undue hardship on the district or a particular building. The district will maintain all seniority and accumulated sick leave for the employee.

In order to initiate this type of leave, a form must be signed, as provided by the Superintendent of Schools, requesting extended leave. This form indicates the amount of leave requested will not exceed two school semesters. (The statement above “without pay” also includes all salary and fringe benefits, unless otherwise specified in this section). The District must be notified of the intent to return from a leave of absence by February 1. If notification is not received, resignation is posted and reapplication with the District must occur.

#### 9. ASSOCIATION LEAVE

A. The Association shall be granted forty (40) days total leave per year for the membership, provided that the Association shall assume and pay the cost of the engagement of any substitute teacher or teachers required on such occasions with coordination with the teacher’s building administrator.

B. An employee who is elected to a NEA/NSEA office or PLEA President shall, upon written application to the employer, be granted a leave of absence without pay of up to six (6) consecutive years. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier. The District will recognize time served in the PLEA President position for salary schedule advancement. The employee will retain all seniority and accumulated leave.

#### 10. BEREAVEMENT LEAVE

A. Absence from work will be allowed so that the employee may have five (5) consecutive workdays following the death of an immediate relative without loss of pay. This rule applies only to an immediate relative, interpreted to be as follows: an employee’s spouse, parent, child, brother, sister, grandchild, mother-in-law, father-in-law, or any other individual who is a permanent resident in the employee’s home.

B. The employee shall be granted three (3) consecutive workdays without loss of pay for the purpose of attending the funeral of the employee’s grandparent, brother-in-law, sister-in-law, daughter-in-law, son-in-law, nephew, niece, aunt, uncle, or grandparent-in-law.

C. Additional absences will be considered under the Accumulated Leave of this Agreement.

#### 11. SABBATICAL LEAVE

A. No more than two (2) Sabbatical Leaves will be granted in any one fiscal year. A teacher, to be eligible for Sabbatical Leave, shall have served in the Papillion-La Vista School District five (5) consecutive years. The only reimbursement for Sabbatical Leave will be the payment of the family health/single dental insurance premium for the individual involved, to the level agreed to in this negotiated agreement. The person receiving Sabbatical Leave will be returned to a position comparable to when the leave commenced and be advanced on the salary schedule as other certificated staff without any limitations because of the leave granted. Comparable position is defined as a position for which an individual is appropriately certificated, endorsed, or has previously taught or served.

B. The teachers will be asked to sign an agreement that they will serve the District one (1) full school year for each semester of Sabbatical Leave granted. The deadline date for an application to be submitted to the Superintendent of Schools, or his/her designee, for Sabbatical Leave to be considered, is the first working day in March of the year the leave is requested.

## 12. PUBLIC OFFICE

A. An employee who is elected to a municipal, county, state or federal office shall, upon written application to the employer, be granted a leave of absence without pay of up to four (4) consecutive years except where prohibited by law. The leave of absence shall be granted without loss of accrued employment benefits that have been earned prior to the leave of absence unless the position no longer exists, in which case the employee shall be placed in the first available position for which he/she is qualified. Insurance benefits may be continued by the employee upon payment of the premiums to the employer and acceptance by the carrier.

## 13. MILITARY LEAVE

A. Any employee covered by this agreement shall be granted military leave consistent with Federal statutes.

## 14. JURY DUTY/ELECTION DUTY AND SUBPOENA LEAVE

A. Leave of absence with pay will be granted for jury duty. The teacher will notify the district when notification to serve on jury duty is received. Any pay received, less mileage will be reimbursed to the district.

B. Leave of absence with pay will be granted when a teacher is subpoenaed to appear in a court of law. Any pay received, less mileage, shall be reimbursed to the district.

C. Leave of absence with pay will be granted for election duty if summoned. The teacher will notify the district when notification to serve on the election board is received. Any pay received, less mileage, will be reimbursed to the district.

## 15. GRIEVANCE PROCEDURES

A. A claim upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers as specified in the contractual agreement between the Papillion-La Vista Education Association and the District and/or the interpretations, meaning, or application of the contractual agreement between the Papillion-La Vista Education Association and the District is a grievance.

B. A Teachers' Rights committee composed of not more than three (3) members of the Association shall be designated by the Association for the purpose of handling grievances. Meetings between this committee and the District representatives shall be arranged between these two groups on a mutually satisfactory basis. Grievances shall be handled immediately in the following manner:

(1) Between the principal and aggrieved party, with or without a representative of the Association. This meeting shall take place within ten (10) contract days of knowledge of the incident which is the basis of the grievance.

- (2) If satisfactory adjustment of such grievance shall not thereby have been reached, the Grievant shall have the right to submit a written grievance with the Superintendent of Schools within ten (10) contract days of the conclusion of the meeting with his/her principal, as outlined above. A copy of the written grievance shall be filed with the designated member of the Association Teachers' Rights Committee.
- (3) Based on the written grievance, a hearing shall be conducted within ten (10) contract days after receipt of the written grievance. The Grievant may be represented by the Association at the hearing. The Superintendent of Schools shall within ten (10) contract days thereafter render the decision, in writing, to the Grievant and to the Association Grievance Committee.
- (4) In the event a dispute shall arise between the administration and the Association with reference to the proper interpretation or application of the provision of this contract, and if such dispute cannot be settled by mutual agreement of the parties, then, within ten (10) contract days, the District shall conduct a hearing on the grievance and shall render a decision thereon within ten (10) contract days following the hearing. The Grievant shall have the right to be represented at such a hearing by a representative of the Association. The decision of the District shall be reduced to writing, and written copies of the decision shall be provided to the Grievant, Superintendent of Schools, Principal of the Grievant, and to the local and state officers of the Association.
- (5) Any extension of time limitations of this procedure may be extended upon the written mutual agreement of both parties.

## 16. COMMUNICATIONS

A. The District will furnish in each building in the District a bulletin board for the posting of information to certificated staff members. The information on the bulletin board shall be limited to general information regarding meetings, elections, social or education activities, certificated staff vacancies, and other notices mutually agreed upon between the Association and the Superintendent of Schools or his designee.

B. The District will provide an **electronic** copy of all vacancy notices that may be posted **by** the Association President.

## 17. SUPPLEMENTARY SALARY SCHEDULE

A. The supplemental salaries are agreed upon and set forth in the Supplemental Salary Schedule attached to this agreement as Appendix "B". If the District decides to add a newly created position to the Supplementary Salary Schedule at any point during the contract year, a meeting with Papillion La Vista Education Association will be called to reach agreement on compensation for that position.

B. If two or more teachers are assigned to share a duty, the payout for that position will be split based upon the number of persons and the percentage of remuneration assigned to that duty.

C. Teachers who have completed ten (10) years of experience in a particular sport, activity or duty will receive a 10% increase in the standard supplemental salary for that category.

D. Teachers who have successfully completed, received, and hold the National Board for Professional Teaching Standards Certification or other equivalent national certification in other specialties will receive a 5% of base increase in their salary. The district will approve those representatives who qualify for reimbursement. The school district will reimburse the examination/processing fee up to \$2500 per individual at a maximum district total cost of \$8,000. The district will approve those candidates who qualify for reimbursement.

#### 18. REDUCTION IN FORCE

A. Reductions in certificated staff may sometimes be necessary due to declining enrollment, budgetary considerations, program changes or other factors. Where possible, any reductions shall be accomplished through the normal attrition of the staff. Where normal attrition does not produce sufficient reductions, the superintendent will recommend to the Board the names of teachers to be terminated. All recommendations will follow the letter and spirit of applicable laws. In general, selections for RIF terminations will be made on the basis of least seniority. However, consideration must be given to (1) the program offerings of the district, (2) areas of certification and endorsement which may be required to maintain accreditation, (3) laws which may mandate certain employment practices, and (4) special qualifications that may require specific training and/or experience. Employees terminated through RIF will be offered re-employment by the district in any future opening for which they qualify for a period of two years. Upon re-employment, the employee shall resume the position on the salary schedule that is dictated by his/her experience, training and length of service to the district.

B. The District will provide the Association names of employees RIF'd upon notification to said employee.

#### 19. PAYROLL DEDUCTION OF DUES

A. The District agrees to deduct from the salaries of the teachers, dues for the Association, as well as for the Nebraska State Education Association and the National Education Association, as said teachers individually and voluntarily authorize the District to deduct. The District further agrees to remit to the treasurer of the Association the dues, by the 20<sup>th</sup> of each month.

B. The Association will, on or before August 20<sup>th</sup> of each year, provide the District with the continuous membership verification of authorization list.

C. The District will notify the treasurer-membership chair of the Association of any member's termination of employment within fifteen (15) workdays.

D. The dues deductions referred to in this article will be made in ten (10) equal installments, beginning with the September pay period of the year.

E. Any FCPE (Fund for Children and Public Education) voluntary contribution deductions will be deducted, in full, from the July payroll checks. The Association will provide the District a list of individual member donations to FCPE by October of each year.

F. There will be no deductions from Association members for dues or donations from August payroll checks. August will be used by the Association to make membership adjustments for the coming school year.

20. METHOD OF PAY

A. A direct deposit system exists for direct bank deposits of the monthly paychecks. The date of the direct deposits will be the fifteenth (15<sup>th</sup>) of each month.

21. WORKPLACE SAFETY COMMITTEE REPRESENTATION

A. The parties agree to collaboratively, through the Workplace Safety Committee process, develop improved security procedures, expand training opportunities for all staff, and engage in cooperative problem solving to improve workplace safety. The Association shall elect or appoint a member to serve on the District’s Workplace Safety Committee. The term of this representative shall be two (2) years, and reappointment may occur. All PLEA members shall have the opportunity to express interest in serving on the committee. The Association will develop the process of seeking interested participants and appointing or electing their representatives to serve on this committee.

22. SEVERABILITY

A. If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

B. This Agreement will continue until replaced by a successor, as long as the parties are continuing to engage in good-faith collective bargaining.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 24th day of, August, 2009.

\_\_\_\_\_  
PRESIDENT, PAPILLION-LA VISTA EDUCATION ASSOCIATION

\_\_\_\_\_  
PRESIDENT, BOARD OF EDUCATION

**Appendix A  
Papillion LaVista Public Schools**

**Salary and Index Schedule - 2009-2010**

<i>STEP</i>	<i>BA</i>	<i>BA+9</i>	<i>BA+18</i>	<i>BA+27</i>	<i>BA+36 MA</i>	<i>MA+9</i>	<i>MA+18</i>	<i>MA+27</i>	<i>MA+36 Spec.</i>	<i>PhD EdD</i>
1.00	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
	\$30,130	\$31,637	\$33,143	\$34,650	\$36,156	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689
2.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
	\$31,637	\$33,143	\$34,650	\$36,156	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689	\$45,195
3.00	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
	\$33,143	\$34,650	\$36,156	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689	\$45,195	\$46,702
4.00	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
	\$34,650	\$36,156	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689	\$45,195	\$46,702	\$48,208
5.00	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
	\$36,156	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689	\$45,195	\$46,702	\$48,208	\$49,715
6.00	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
	\$37,663	\$39,169	\$40,676	\$42,182	\$43,689	\$45,195	\$46,702	\$48,208	\$49,715	\$51,221
7.00		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
		\$40,676	\$42,182	\$43,689	\$45,195	\$46,702	\$48,208	\$49,715	\$51,221	\$52,728
8.00		1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80
		\$42,182	\$43,689	\$45,195	\$46,702	\$48,208	\$49,715	\$51,221	\$52,728	\$54,234
9.00			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
			\$45,195	\$46,702	\$48,208	\$49,715	\$51,221	\$52,728	\$54,234	\$55,741
10.00			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
			\$46,702	\$48,208	\$49,715	\$51,221	\$52,728	\$54,234	\$55,741	\$57,247
11.00				1.65	1.70	1.75	1.80	1.85	1.90	1.95
				\$49,715	\$51,221	\$52,728	\$54,234	\$55,741	\$57,247	\$58,754
12.00				1.70	1.75	1.80	1.85	1.90	1.95	2.00
				\$51,221	\$52,728	\$54,234	\$55,741	\$57,247	\$58,754	\$60,260
13.00					1.80	1.85	1.90	1.95	2.00	2.05
					\$54,234	\$55,741	\$57,247	\$58,754	\$60,260	\$61,767
14.00					1.85	1.90	1.95	2.00	2.05	2.10
					\$55,741	\$57,247	\$58,754	\$60,260	\$61,767	\$63,273
15.00					1.90	1.95	2.00	2.05	2.10	2.15
					\$57,247	\$58,754	\$60,260	\$61,767	\$63,273	\$64,780
16.00					1.95	2.00	2.05	2.10	2.15	2.20
					\$58,754	\$60,260	\$61,767	\$63,273	\$64,780	\$66,286
17.00					1.97	2.02	2.07	2.12	2.17	2.22
					\$59,356	\$60,863	\$62,369	\$63,876	\$65,382	\$66,889
18.00					1.98	2.03	2.08	2.13	2.18	2.23
					\$59,657	\$61,164	\$62,670	\$64,177	\$65,683	\$67,190
19.00					1.99	2.04	2.09	2.14	2.19	2.24
					\$59,959	\$61,465	\$62,972	\$64,478	\$65,985	\$67,491
20.00					2.00	2.05	2.10	2.15	2.20	2.25
					\$60,260	\$61,767	\$63,273	\$64,780	\$66,286	\$67,793
21.00					2.01	2.06	2.11	2.16	2.21	2.26
					\$60,561	\$62,068	\$63,574	\$65,081	\$66,587	\$68,094
22.00						2.08	2.13	2.18	2.23	2.28
						\$62,670	\$64,177	\$65,683	\$67,190	\$68,696
23.00						2.09	2.14	2.19	2.24	2.29
						\$62,972	\$64,478	\$65,985	\$67,491	\$68,998
24.00						2.10	2.15	2.20	2.25	2.30
						\$63,273	\$64,780	\$66,286	\$67,793	\$69,299
25.00						2.11	2.16	2.21	2.26	2.31
						\$63,574	\$65,081	\$66,587	\$68,094	\$69,600
26.00						2.12	2.17	2.22	2.27	2.32
						\$63,876	\$65,382	\$66,889	\$68,395	\$69,902

The salary schedule above is called a "five-by-five" schedule. This means the annual salary listed in BA-Step 3 is the Base Salary (1.00). For movement on the salary schedule, whether horizontal (for college credit hours) or vertical (for years of experience), the employee receives an increase of 5% of the base salary. Step 17 (L1) and Step 22 (L6) are longevity steps with an additional 2% of the base salary. The remaining longevity steps are an additional 1% of base salary.

**Appendix B**

<b>Extra-Duty Athletic</b>			
<b>8/24/2009</b>	<b>Base:</b>		<b>\$30,130.00</b>
<b>Athletic Duties</b>		<b>%</b>	<b>Standard Amt. \$</b>
			<b>10 Yr Longevity</b>
Athletic Trainer - per season		14.00%	\$4,078.20
Aquatics Director		32.50%	\$9,467.25
Head Baseball		15.00%	\$4,369.50
Asst. <i>Varsity</i> Baseball - JV Head		10.50%	\$3,058.65
Asst. Baseball-Sophomore/Freshman		9.50%	\$2,767.35
Head Basketball		20.50%	\$5,971.65
Asst. <i>Varsity</i> Basketball -JV Head		12.00%	\$3,495.60
Asst Basketball-Sophomore		10.50%	\$3,058.65
Basketball-Head-9th		9.50%	\$2,767.35
Basketball-Asst-9th		6.50%	\$1,893.45
Basketball-Head-8th		7.50%	\$2,184.75
Basketball-Asst-8th		5.50%	\$1,602.15
Basketball-Head-7th		6.00%	\$1,747.80
Basketball-Asst 7th/C Team		3.50%	\$1,019.55
Head Cross Country Boys/Girls		9.00%	\$2,621.70
Asst Cross Country Boys/Girls		8.00%	\$2,330.40
Cross Country-7th/8th Boys/Girls		3.75%	\$1,092.38
Head Football		20.50%	\$5,971.65
Asst. Football		12.00%	\$3,495.60
Football-Head JV		12.00%	\$3,495.60
Football-Asst JV		10.50%	\$3,058.65
Football-Head Sophomore		10.50%	\$3,058.65
Football-Asst Sophomore		8.50%	\$2,476.05
Football-Head 9th		9.50%	\$2,767.35
Football-Asst 9th		6.50%	\$1,893.45
Football-Head 7th/8th		7.50%	\$2,184.75
Football-Asst 7th/8th		6.00%	\$1,747.80
Head Golf - Boys/Girls		9.00%	\$2,621.70
Golf Assistant - Boys/Girls		8.00%	\$2,330.40
Head Soccer - Boys/Girls		15.00%	\$4,369.50
Asst Varsity Soccer - Head JV Boys/Girls		10.50%	\$3,058.65
Asst Soccer Soph/Frsh Boys/Girls		9.50%	\$2,767.35
Head Softball - Girls		15.00%	\$4,369.50
Softball Varsity Asst. -Head JV		10.50%	\$3,058.65
Head Swimming Boys/Girls		17.50%	\$5,097.75
Asst. Swimming Boys/Girls		8.50%	\$2,476.05
Head Tennis - Boys/Girls		9.00%	\$2,621.70
Asst Tennis Boys/Girls		8.00%	\$2,330.40
Head Track - Boys/Girls		15.00%	\$4,369.50
Asst. Track - Boys/Girls		10.50%	\$3,058.65
Track -Head 7th/8th		7.50%	\$2,184.75
Asst. Track -7th/8th		5.50%	\$1,602.15
Head Volleyball		20.50%	\$5,971.65
Volleyball Varsity Asst.- Head- JV		12.00%	\$3,495.60
Volleyball-Sophomore		10.50%	\$3,058.65
Volleyball-Head 9th		9.50%	\$2,767.35
Asst. Volleyball-9th		6.50%	\$1,893.45
Volleyball-Head8th		7.50%	\$2,184.75
Asst. Volleyball 8th		5.50%	\$1,602.15
Volleyball-Head 7th		6.00%	\$1,747.80
Asst. Volleyball-7th		3.50%	\$1,019.55

Weight Training-Summer	6.00%	\$1,747.80	\$1,922.58
Weight Training-Season	6.00%	\$1,747.80	\$1,922.58
Weight Training-Jr High	4.00%	\$1,165.20	\$1,281.72
Head Wrestling	15.00%	\$4,369.50	\$4,806.45
Wrestling-JV	10.50%	\$3,058.65	\$3,364.52
Wrestling-Head 7th/8th	7.50%	\$2,184.75	\$2,403.23
Asst Wrestling-7th/8th	5.50%	\$1,602.15	\$1,762.37
Intramural Director - HS	6.00%	\$1,747.80	\$1,922.58
Intramural Director - JH	6.00%	\$1,747.80	\$1,922.58
Intramural Asst. (per season)	2.00%	\$582.60	\$640.86
<b>Senior High School Duties</b>	<b>% of Base</b>	<b>Standard AMT</b>	<b>10 Yr Longevity</b>
Team Leader	7.50%	\$2,259.75	\$ 2,485.73
Department Leader	9.00%	\$2,711.70	\$ 2,982.87
Cheerleading	9.50%	\$2,862.35	\$ 3,148.59
Cheerleading Asst	6.50%	\$1,958.45	\$ 2,154.30
Cheerleading Freshman	6.00%	\$1,807.80	\$ 1,988.58
Pom Squad [Drill Team]	9.50%	\$2,862.35	\$ 3,148.59
Debate	11.00%	\$3,314.30	\$ 3,645.73
Debate Asst.	4.00%	\$1,205.20	\$ 1,325.72
Speech	11.00%	\$3,314.30	\$ 3,645.73
Speech Asst.	4.00%	\$1,205.20	\$ 1,325.72
Drama	7.00%	\$2,109.10	\$ 2,320.01
1 Act Play/Play Production	6.00%	\$1,807.80	\$ 1,988.58
Fall Play	5.00%	\$1,506.50	\$ 1,657.15
Honor Society	8.50%	\$2,561.05	\$ 2,817.16
Honor Society asst.	4.25%	\$1,280.53	\$ 1,408.58
Instrumental Music	20.50%	\$6,176.65	\$ 6,794.32
Instrumental Music Asst.	6.50%	\$1,958.45	\$ 2,154.30
Newspaper	8.00%	\$2,410.40	\$ 2,651.44
Annual	8.00%	\$2,410.40	\$ 2,651.44
Senior Class Sponsor	4.50%	\$1,355.85	\$ 1,491.44
Junior Class Sponsor	4.50%	\$1,355.85	\$ 1,491.44
Sophomore Class Sponsor	2.25%	\$677.93	\$ 745.72
Freshman Class Sponsor	2.25%	\$677.93	\$ 745.72
Student Council	8.50%	\$2,561.05	\$ 2,817.16
Student Council Asst.	4.25%	\$1,280.53	\$ 1,408.58
Vocal Music	15.50%	\$4,670.15	\$ 5,137.17
Vocal Music Asst.	6.50%	\$1,958.45	\$ 2,154.30
Musical Director	10.00%	\$3,013.00	\$ 3,314.30
Musical Asst. Director	7.00%	\$2,109.10	\$ 2,320.01
Clubs	4.00%	\$1,205.20	\$ 1,325.72
Concessions	4.00%	\$1,205.20	\$ 1,325.72
Destination Imagination	3.50%	\$1,054.55	\$ 1,160.01
DECA	9.00%	\$2,711.70	\$ 2,982.87
FBLA	9.00%	\$2,711.70	\$ 2,982.87
Skills USA (VICA)	9.00%	\$2,711.70	\$ 2,982.87
Mock Trial	4.00%	\$1,205.20	\$ 1,325.72
Academic Decathlon	8.00%	\$2,410.40	\$ 2,651.44
Flag Corps	8.00%	\$2,410.40	\$ 2,651.44
HAL Coordinator	4.00%	\$1,205.20	\$ 1,325.72
ROTC	7.00%	\$2,109.10	\$ 2,320.01
School Improvement (SIP) Chair	5.00%	\$1,506.50	\$ 1,657.15
Curriculum/Summer School/Night School	\$22.50hr	\$22.50hr	

<b>JH Duties</b>	<b>% of Base</b>	<b>Standard AMT</b>	<b>10 Yr Longevity</b>
Team Leader	7.50%	\$2,259.75	\$ 2,485.73
Team Facilitator	6.00%	\$1,807.80	\$ 1,988.58
Junior Honor Society	4.00%	\$1,205.20	\$ 1,325.72
Instrumental Music	9.00%	\$2,711.70	\$ 2,982.87
Instrumental Music Asst.	4.00%	\$1,205.20	\$ 1,325.72
Student Council	4.00%	\$1,205.20	\$ 1,325.72
Vocal Music	5.50%	\$1,657.15	\$ 1,822.87
Clubs	4.00%	\$1,205.20	\$ 1,325.72
Annual	4.00%	\$1,205.20	\$ 1,325.72
Destination Imagination	3.50%	\$1,054.55	\$ 1,160.01
NIKKE/PANDA Teens	4.00%	\$1,205.20	\$ 1,325.72
School Improvement (SIP) Chair	5.00%	\$1,506.50	
<b>ELEMENTARY Duties</b>	<b>% of Base</b>	<b>Standard AMT</b>	<b>10 Yr Longevity</b>
Building Supervisor (% of Individual Base)	4.00%	grandfathered pre-2003-04	
Building Supervisor NEW (% of Teacher Base)	4.00%	\$1,205.20	\$ 1,325.72
Safety Patrol	4.00%	\$1,205.20	\$ 1,325.72
Instrumental Music	2.00%	\$602.60	\$ 662.86
Vocal Music (1 - 3 performances)	2.50%	\$753.25	\$ 828.58
Vocal Music (4 or more performances)	3.50%	\$1,054.55	\$ 1,160.01
Clubs	3.50%	\$1,054.55	\$ 1,160.01
HAL Related	3.50%	\$1,054.55	\$ 1,160.01
School Improvement (SIP) Chair	5.00%	\$1,506.50	\$ 1,657.15
Outdoor Education Director	7.00%	\$2,109.10	\$ 2,320.01
Curriculum/Summer School/Night School	\$22.50hr	\$22.50 hr	